

Program Year 2009

Workforce Investment Act Annual Report

Prepared for the U.S. Department of Labor
Employment and Training Administration



South Carolina Department of
Employment and Workforce

October 1, 2010

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- More than 120,000 Career Readiness Certificates Earned as of PY 09

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Introduction

On March 30, 2010, Governor Mark Sanford signed House Bill 3442, creating a new cabinet agency, the South Carolina Department of Employment and Workforce (SC DEW). It places all workforce programs and services administered by the Employment Security Commission under the newly created agency. By Executive Order, administration of the Workforce Investment Act (WIA) and Trade Adjustment Assistance (TAA) programs has been transferred from the Department of Commerce to the Department of Employment and Workforce.

The newly created agency was formed to promote the availability of a qualified workforce in order to gain a competitive economic development advantage. Creation of the agency will help accelerate job seekers' skill attainment and employment and move workers to self-sufficiency. It will also result in more available funds to drive employment, simplify the workforce system for business owners, and be a catalyst for gaining jobs, putting people to work, and ultimately increasing the prosperity of the State of South Carolina.

The interim executive director of SC DEW, Brigadier General (Retired) John L. Finan, was appointed by the Governor and confirmed by the Senate on April 29, 2010. He will serve until March 2011, or until a successor is appointed by the incoming Governor.

South Carolina's workforce system is comprised of a network of partners including the SC Department of Employment and Workforce, SC Department of Commerce, the Governor's State Workforce Investment Board, Adult Education, Vocational Rehabilitation, K-12 and higher education, the technical college system, 12 local workforce area agencies and Councils of Government as well as economic development agencies. This collaboration, along with other public and private agencies facilitates meeting the needs of South Carolina's job seekers and employers.

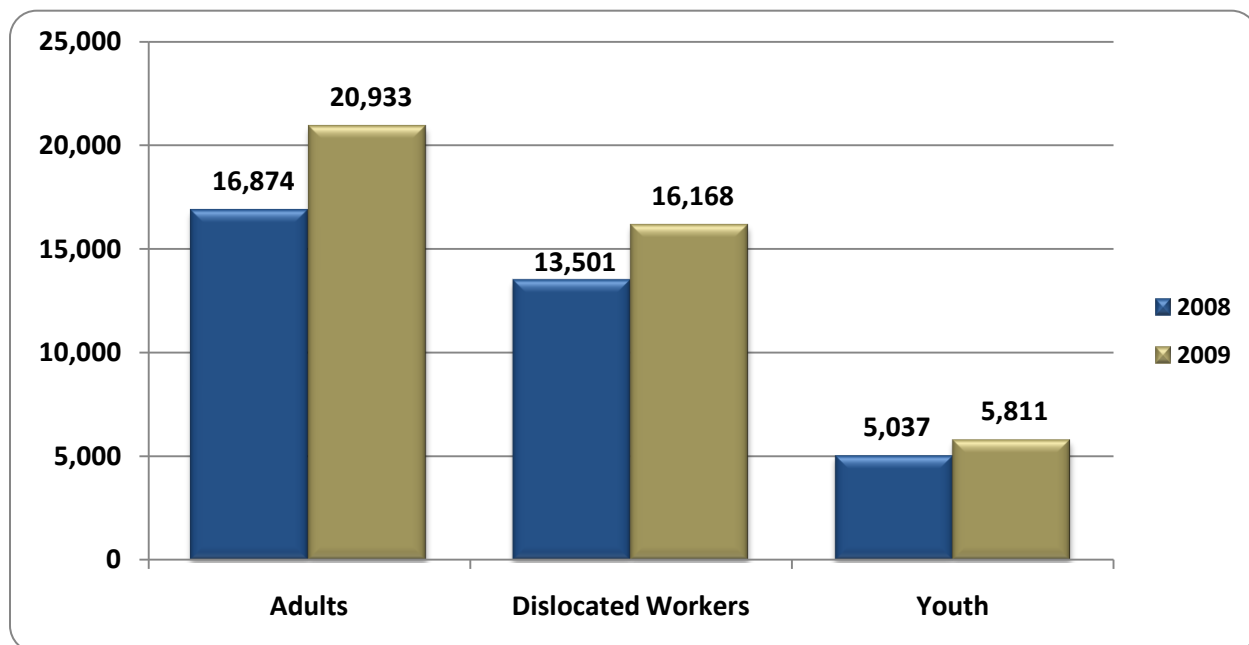
Program Year 2009 WIA Common Measures Results

The Workforce Development Division of the South Carolina Department of Employment and Workforce leverages its federal Workforce Investment Act (WIA) funds through partnerships with other state agencies, 12 regional workforce investment boards, local governments, economic development agencies, and community-based organizations. WIA funds provide business services for employers and opportunities for individual job seekers to increase their skills and gain employment. South Carolina's investment of \$101 million in WIA funding during Program Year 2009 (PY 09) produced notable returns.

Participants Served

- During PY 09, South Carolina served almost **21,000** adults, over **16,000** dislocated workers, and over **5,800** youth participants through WIA-funded programs in our 12 local workforce investment areas (LWIAs).
- PY 09 reflects a 24% increase from PY 08 in the number of adults served, a 20% increase in dislocated workers, and a 15% increase in the number of youth served.

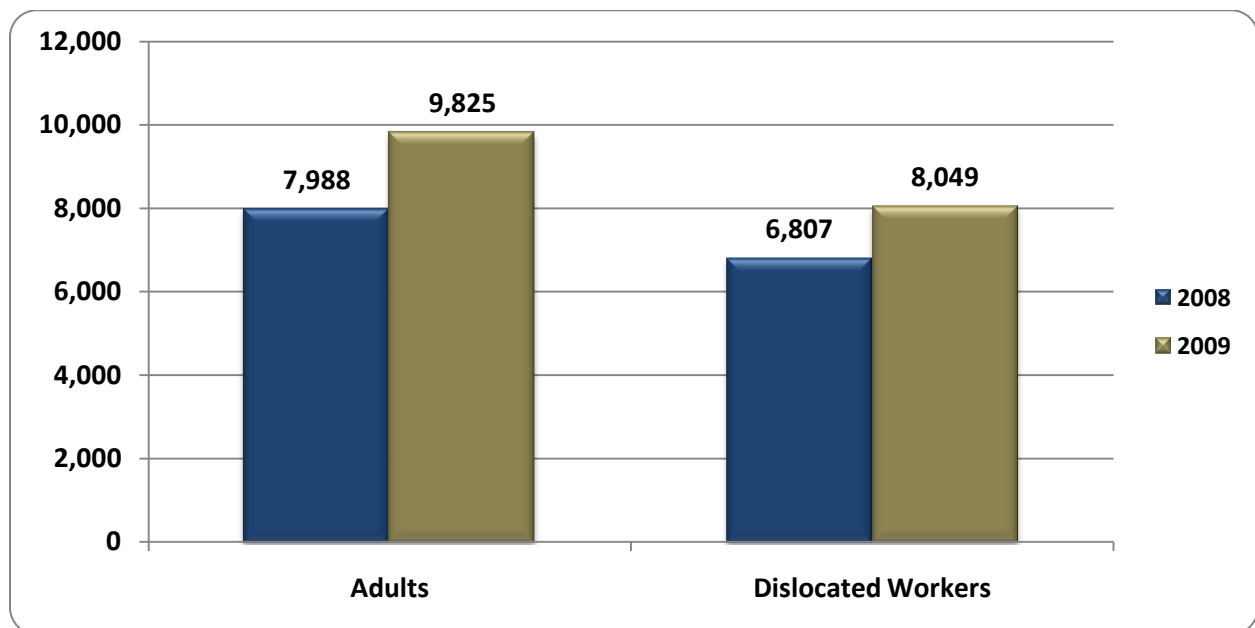
Figure 1. Number of Adult, Dislocated Worker, and Youth Participants Served South Carolina, PY 2008-2009



Participants in Training

- The availability of ARRA funds resulted in significant increases in the number of adults and dislocated workers receiving training.
- During PY 09, over **9,800** adults and over **8,000** dislocated workers received training during their participation in WIA.
- From PY 08 to PY 09, the percentage of training participants increased by 23% for adults and 18% for dislocated workers.

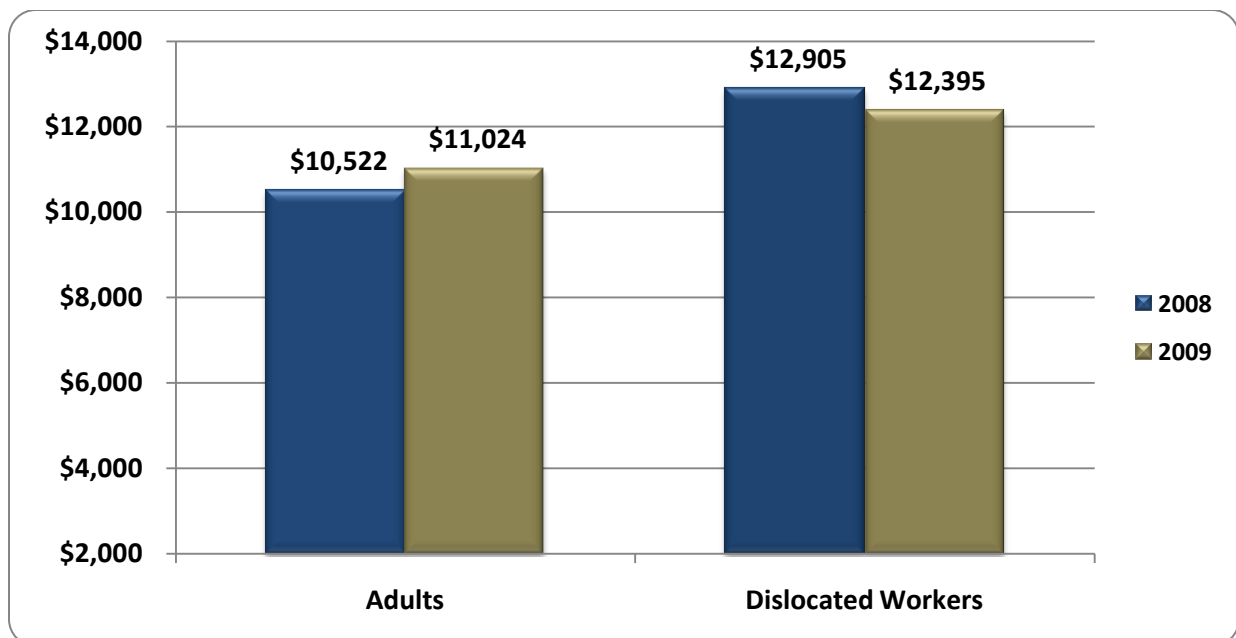
**Figure 2. Number of Adults and Dislocated Workers in Training
South Carolina, PY 2008-2009**



Earnings of Adult and Dislocated Worker Participants

- The average six-month earnings for adults increased by \$502 or 5% from PY 08 to PY 09, while earnings for dislocated workers decreased by \$510 or 4% during this same time period.

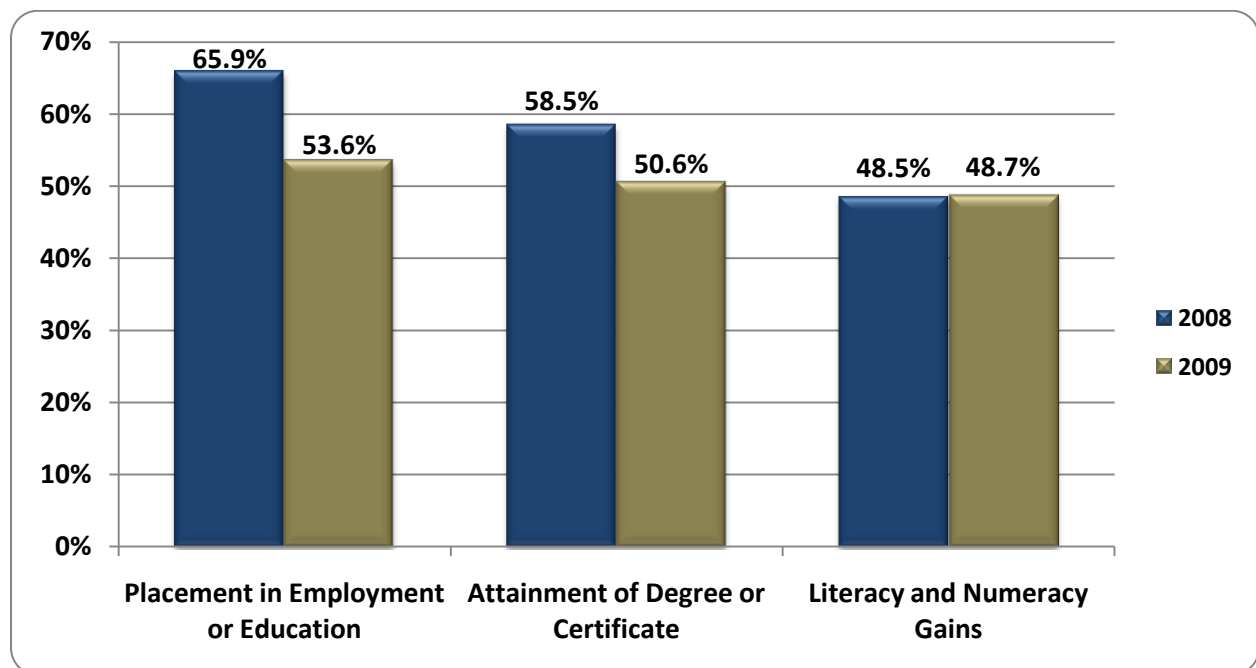
**Figure 3. Average Earnings of WIA Adults and Dislocated Workers
South Carolina, PY 2008-2009**



Youth Outcomes

- Youth outcomes in South Carolina presented a mixed picture. While the number of youth served increased from 5,037 to 5,811, youth performance measures fluctuated both positively and negatively.
- Rates for placement in employment or education and attainment of degree or certificate were down in PY 09; however, literacy and numeracy gains increased slightly from 48.5% in PY 08 to 48.7% in PY 09.

**Figure 4. WIA Youth Outcomes
South Carolina, PY 2008-2009**



Summary of WIA Common Measures

South Carolina negotiated performance goals with US DOL for PY 09. On all measures, performance goals were either met or exceeded.

**Table 1. WIA Common Measures Outcome
South Carolina, PY 2008-2009**

Group	Performance Measure	Negotiated Goal	Actual Performance	PY 2009 Outcome
Youth (14-21)	Placement in Employment or Education	67.0	53.6	Met
	Attainment of Degree or Certificate	55.0	50.6	Met
	Literacy or Numeracy Gains	45.0	48.7	Exceeded
Adults	Entered Employment Rate	70.0	56.7	Met
	Retention Rate	82.0	81.3	Met
	Average Earnings	\$9,613	\$11,025	Exceeded
Dislocated Workers	Entered Employment Rate	70.5	60.4	Met
	Retention Rate	87.8	85.3	Met
	Average Earnings	\$12,400	\$12,395	Met

In comparison to PY 2008, the number of WIA participants increased 24%; however, other key measures show mixed results. The overall economic downturn and employers' continued reluctance to hire played a significant role in the decrease of both employment and employment retention rates for both adults and dislocated workers. This trend was reflected in the youth measures as well, with the placement in employment or education rate decreasing by 12.3%. However, earnings for adults rose, increasing by \$502, while youth literacy and numeracy gains increased slightly, by .2%.

The following summary provides an overview of South Carolina's performance in PY 2008 – PY 2009 for WIA Common Measures categories.

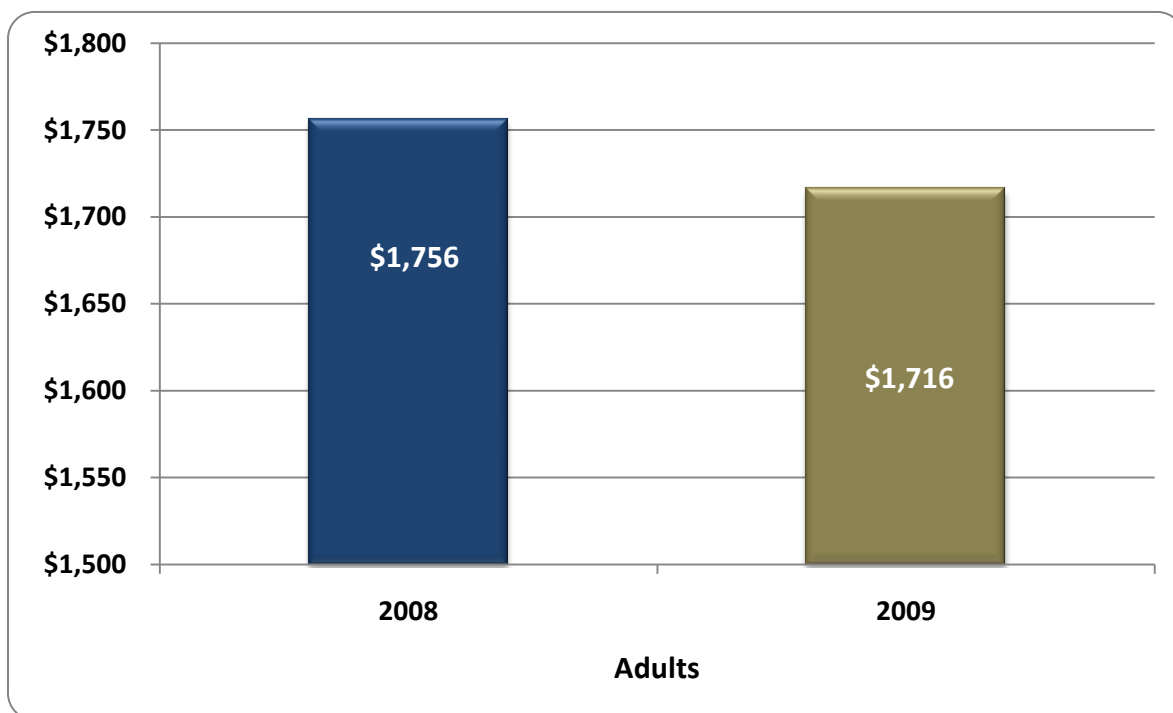
**Table 2. Summary of WIA Common Measures
South Carolina, PY 2008-2009**

	PY 2008	PY 2009
Number of Participants		
Adults	16,874	20,933
Dislocated Workers	13,501	16,168
Youth	5,037	5,811
Average Earnings		
Adults	\$ 10,522	\$11,024
Dislocated Workers	\$12,905	\$12,395
Adults Outcomes		
Entered Employment Rate	70.6%	56.7%
Employment Retention Rate	82.8%	81.3%
Employment and Credential Rate	40.6%	35.2%
Dislocated Workers Outcomes		
Entered Employment Rate	72.1%	60.4%
Employment Retention Rate	89.0%	85.3%
Employment and Credential Rate	39.6%	33.4%
Youth (14-21) Outcomes		
Placement in Employment or Education	65.9%	53.6%
Attainment of Degree or Certificate	58.5%	50.6%
Literacy and Numeracy Gains	48.5%	48.7%

Program Year 2009 Cost Per Participant

- South Carolina served 36,321 adults in PY 09 and 29,666 in PY 08. Adults include participants from both adult and dislocated worker fund streams, minus those who self-served.
- For PY 09, the cost to serve adults was \$1,716 per participant and \$1,756 in PY 08. While the cost per adult participant decreased slightly, South Carolina was able to serve and train more participants in PY 09. In addition, costs were contained with more resource sharing (i.e., TAA) and utilization of Pell Grants.

**Figure 5. Cost Per Adult Participant
South Carolina, PY 2008-2009**

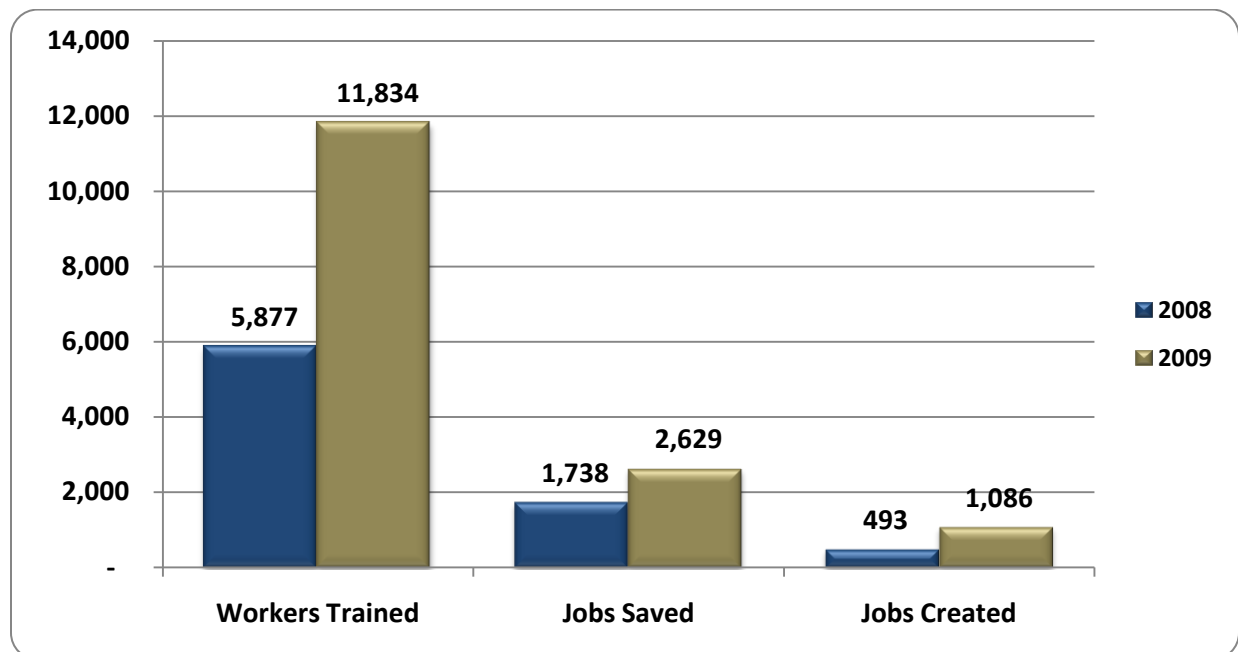


Program Year 2009 Business Services Results

Incumbent Worker Training Continues to Provide Strong Return on Investment

- Incumbent Worker Training (IWT) partnerships with South Carolina businesses increased the workplace skills of **11,834** workers in PY 09, with an average investment of **\$387** per worker trained.

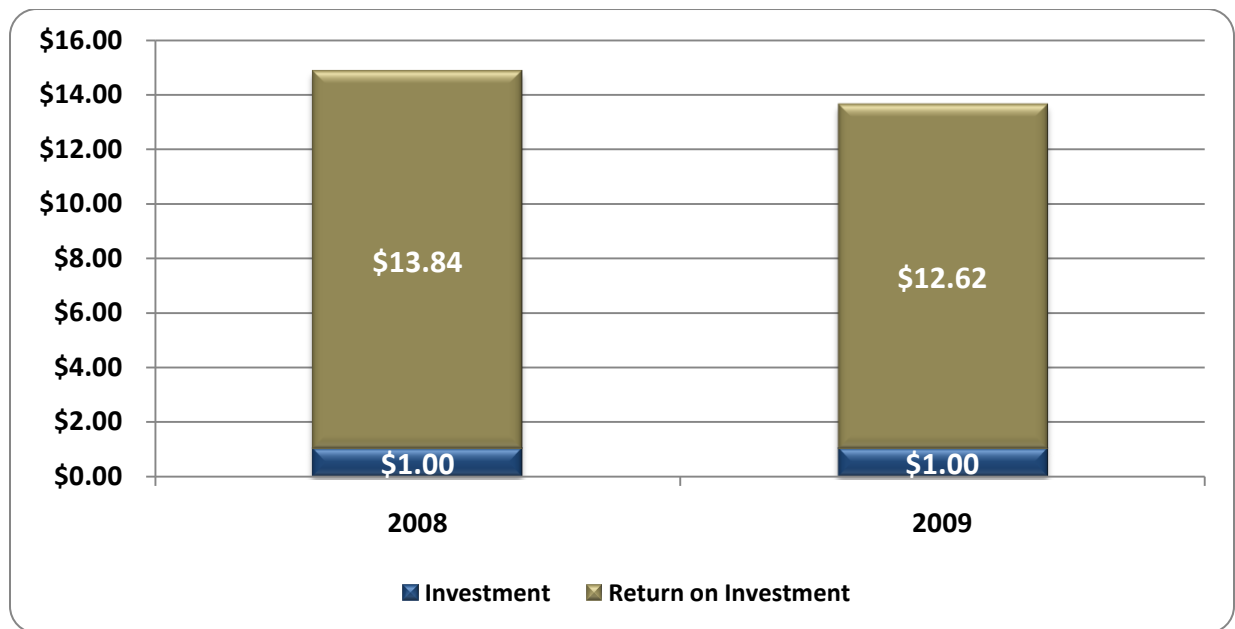
**Figure 6. Incumbent Worker Training Outcomes
South Carolina, PY 2008-2009**



- A total of **\$4,578,208** in statewide funds was invested in IWT partnerships.
- The return on this investment of \$4.5 million was impressive with businesses reporting 2,629 jobs saved and 1,086 jobs created.

- Using a conservative minimum hourly wage estimate of \$7.25 per hour, WIA's \$4.5 million investment resulted in a return of at least \$56 million into the state's economy in recurring annual wages – **a 1,223% annual return on investment or a return of over \$12 for every \$1 invested.**

**Figure 7. Return on Investment for Incumbent Worker Training
South Carolina, PY 2008-2009**



Note: The minimum hourly wage estimate used for 2008 was \$6.55; for 2009, it was \$7.25 per hour.

Waivers

South Carolina has utilized several waivers that have added flexibility to ensure access to training opportunities, increase fiscal accountability and fund utilization, and strengthen workforce and economic development partnerships. Waivers have allowed local areas to meet the ever-changing needs of both job seekers and businesses within their regions. The waivers discussed below are in priority order based on overall utilization and impact.

1. Transfer Authority Between Adult and Dislocated Worker Fund Streams

South Carolina obtained a waiver in PY 05 which increased local fund transfer authority to 50%. In PY 08, this flexibility increased to 100% through a subsequent waiver. However, effective November 2, 2009, the state's transfer authority was decreased back to 50%. Fund transfer flexibility has been promoted in South Carolina as an overall fiscal management strategy that ensures non-disruptive customer service and timely expenditure of WIA funds. Federal to state and state to local allocation formulas do not accommodate the reality of present and fluctuating needs within workforce areas. Local areas typically transfer dislocated worker funds to adult funds, which increases fiscal capacity to serve a greater number of adult customers. Since local areas can request additional assistance funds from Rapid Response for unmet needs in serving dislocated workers, there is no impact on present or future dislocated worker customers. Additionally, the worker groups certified under Trade petitions utilize Trade Adjustment Assistance funds for training versus WIA funds. Such resource sharing allows local areas to identify excess capacity quickly and transfer WIA resources to serve additional adults in need of intensive services and training. Recent history relevant to fund transfers is as follows:

**Table 3. Transfer Authority Between Adult and DW Fund Streams Data and Outcomes
South Carolina, PY 2007-2009**

	PY 07	PY 08	PY 09
# of LWIAs Utilizing Transfer	10 of 12 LWIAs	10 of 12 LWIAs	9 of 12 LWIAs
Transfer Average	42%	44%	49%
Annual Fund Utilization	Adult – 85% DW – 73%	Adult – 86% DW – 81%	Adult – 82% DW – 88%
Total Participants Served	Adult – 11,317 DW – 9,497	Adult – 16,874 DW – 13,501	Adult – 20,933 DW – 16,168

Table 3. Cont'd
Transfer Authority Between Adult and DW Fund Streams Data and Outcomes
South Carolina, PY 2007-2009

	PY 07	PY 08	PY 09
Performance Outcomes	Employment – met	Employment – met	Employment – met
	Retention - met Adult; exceeded DW	Retention – met	Retention – met
	Earnings – met Adult; exceeded DW	Earnings - exceeded	Earnings – exceeded Adult; met DW

As reflected above, fund transfers are widely used in South Carolina. They have facilitated increases in participants and fund utilization without negatively impacting performance. Fund transfer flexibility has ensured continued services for our WIA adult population across the state.

2. On-the-Job Training (OJT) Reimbursement for Small Businesses

Since PY 05, South Carolina has had a waiver that allows an increase of the OJT wage reimbursement from 50% to 75% for small businesses (100 or fewer employees). Small businesses have historically made significant contributions to our state's economy; yet they generally have fewer resources to recruit and provide training. Marketing OJT to small businesses has been a key part of local area business services strategies. While OJT decreased overall in PY 09, small business participation represented 79% of all OJT businesses and 50% of the total 822 OJT participants received their training through small businesses. The impact of this waiver has been evident:

- Increased awareness of workforce system through targeted outreach to small businesses
- Growth of small businesses through additional training dollars that offset the cost of new hires
- Enhanced services to business partners and increased pool of business partners
- Higher employment and retention outcomes through OJT.

Historically, WIA participants who receive training produce higher performance outcomes. This is significantly increased when training is provided through an OJT versus classroom approach.

**Table 4. Entered Employment Rate
South Carolina, PY 2009**

	Total Results	Participants Who Received Training	Participants Who Received OJT
Adult	56.7%	66.2%	88.5%
Dislocated Worker	60.4%	64.6%	92.6%

**Table 5. Small Businesses OJT Participation and Participants
South Carolina, PY 2008-2009**

	PY 08	PY 09
# of Small Businesses Participating in OJT	180	168
# of OJT Participants at Small Businesses	324	408
% of OJT Participants at Small Businesses Versus Total OJT Participants	32%	50%

3. Individual Training Accounts (ITAs) for Youth

Although only approved in January 2010, the ITAs for Youth waiver has resulted in an overall 10% increase in youth receiving training. The waiver has offered additional flexibility to design and deliver programs and services based on customer needs rather than restrictions based on age. It has provided greater customer choice to the older youth population and streamlined performance management and tracking processes previously required for co-enrollment.

4. ARRA Youth Common Measures and Program Design Flexibility

For a six-month period in PY 09, US DOL permitted states to use the work readiness indicator as the only performance measure for out-of-school youth ages 18 through 24 who were served with Recovery Act funds beyond the summer months (October 2009 – March 2010) and who participated in work experience only. The state also applied

program design flexibility, as articulated in Section 16.A. of TEGL 14-08, in implementing work experiences services to such youth under the Recovery Act.

Through these waivers, 355 older, out-of-school youth participated in work experience activities beyond the summer months. This waiver supported the intent of Congress to serve 18-24 year olds in a time of difficult employment. This concerted effort resulted in 169 (48% of total) youth obtaining unsubsidized employment after participation in extended work-based learning opportunities.

Program Year 2009 State Evaluations

During PY 09, South Carolina conducted evaluation studies to promote and foster continuous improvement in the efficiency and effectiveness of the statewide workforce investment system, employability of job seekers, and competitiveness of employers. Detailed information about each evaluation study is provided to include:

- Timeline for starting and completing the evaluation;
- Questions the evaluation will/did address;
- Description of the evaluation's methodology;
- Timeline for the final report and other deliverables; and
- Summary of evaluation findings.

Hiring, Retention, and Training: Employers' Perspectives on Trade and Soft Skills in South Carolina

Soft skills have long been a challenge for workers and employers. In an effort to gain further insight into this issue and others faced by businesses in South Carolina, the State Workforce Investment Board contracted with Dr. Richard Nagle of the University of South Carolina to gather input from the South Carolina business community. The purpose of the project was to gather input from the South Carolina business community to identify competitive workforce training needs in academic, technical, and soft skill areas. Focus groups were conducted in all counties throughout the state. The general goals of these focus groups were to:

- Determine the relative importance of soft versus trade skills in hiring and retention decisions,
- Identify specific soft skills that are related to successful entry into the workplace and deficits which lead to retention issues,
- Identify soft skills which will be important in the future,
- Determine what types of intervention strategies have been used successfully to address deficiencies in soft skills,
- Identify trade, technical, and/or academic skills needed in the future, and
- Determine what areas of training should be provided to prospective or incumbent employees.

In January 25, 2010, a final report, *Hiring, Retention, and Training: Employers' Perspectives on Trade and Soft Skills in South Carolina*, was delivered to the SWIB. Findings from the statewide study show that both trade and soft skills are important in hiring and retention decisions across all industry sectors. Soft skills are most important in hiring decisions when applicants are deemed to have the required trade skills, where trade skills can be taught internally, and for certain job levels and customer service positions. Employee retention decisions are more heavily influenced by soft skills than trade skills.

A constellation of soft skills important in hiring and retention decisions was identified and closely corresponds to the findings of national and local studies (e.g., Dillon and Greenwood Counties). No distinct pattern of differences was noted between groups of urban and rural counties. The need for training in soft skill development was the highest priority for statewide training.

Based on the overall findings of this project, the following recommendations were proposed:

- Preparation in soft skills would benefit portions of South Carolina's workforce. Integration of soft and/or life skills instruction should be considered for inclusion in primary and secondary education, job search and counseling, workforce trade skill training, and adult education.
- Soft skills which have been identified as important in successful entry into the workplace in the present project can serve as a beginning framework in creating a soft skills curriculum.
- There are currently no "best practices" for soft skill training. As soft skill training packages are developed and implemented, they should be validated against relevant criterion measures.

- Educational agencies should monitor how academic competency tests correspond to skills important in the workplace. Consideration of including additional criteria more consistent with work related skills may improve the connection between what is learned and what is needed to move into the workplace.
- A strategic plan should be constructed for economic development to establish training priorities throughout the state.
- An organizational analysis of workforce development agencies should be conducted to examine ways of facilitating communication with each other and industry.

The SWIB intends to follow-up on these findings and set aside funding for implementation of some or all recommendations in PY 10. The *Hiring, Retention, and Training: Employers' Perspectives on Trade and Soft Skills in South Carolina* report was also disseminated to state and local partners.

SWIB Strategic Plan

During PY 09, members of the State Workforce Investment Board formed a Committee to develop a 2010 SWIB Strategic Plan. SWIB Committee members, with the assistance of a Corporation for a Skilled Workforce, reviewed goals from the 2006 SWIB Strategic Plan in progress to-date. They then discussed possible goals for the future that would continue to lead to the creation of a competitive workforce and a quality workforce system in South Carolina. The Committee's approach to development of the Strategic Plan included:

- Holding face-to-face meetings as well as conference call meetings;
- Creating a best practices document of other state's innovative practices;
- Conducting one-on-one stakeholder interviews;
- Conducting electronic surveys of partners;
- Conducting a focus group of LWIB Chairs and LWIA Administrators

The resulting SWIB Strategic Plan reiterates the Board's core values and purpose, and updates focus areas, goals, and strategies to implement the goals. The five focus areas and goals of the Strategic Plan are

- Policy Advocacy: Be the visionary and unified voice for workforce development in South Carolina.
- Integration and Consolidation: Implement integration strategies that optimize all workforce efforts and drive innovation and accountability.

- South Carolina's One Stop System: Build a consistent statewide delivery system that effectively meets the needs of employers in order to serve the people.
- Collaboration and Partnership: Increase collaboration and partnership with economic development allies, the education community, and business.
- Communications: Create effective two-way communications around visions, initiatives, and outcomes with internal and external stakeholders.

The State Workforce Investment Board approved the SWIB Strategic Plan in June 2010. Next steps include assigning Strategic Plan focus area goals to SWIB committees who will then develop a work plan/action steps to implement strategies. The 2010 SWIB Strategic Plan will be executed during PY 10 with a summary of progress and outcomes provided in the PY 10 Annual Report.

Local Workforce Investment Board Standards

A key focus of the South Carolina State Workforce Investment Board is to assist local boards in building their capacity to become workforce development leaders in their regions. To accomplish this, Local Workforce Investment Board (LWIB) Standards were developed by a group of local Board Chairs and adopted by the SWIB. SC DEW has begun the process of assessing LWIBs against these Standards, starting with a pilot review of one of the local boards in PY 09. All 12 LWIBs are expected to be evaluated during PY 10.

The Local Board Standards are intended to

- Ensure LWIBs have a strategic vision and plan that goes beyond meeting WIA performance measures;
- Increase alignment among workforce development, economic development, and education;
- Foster continuous improvement; and
- Strengthen the connection between the SWIB and the LWIBs.

The Local Board Standards review process requires LWIBs to submit information to SC DEW staff as supporting evidence of meeting each of the seven principle elements of the Standards. This information is assessed by SC DEW staff and a Review Team, which consists of a member of the SWIB and a representative from education, economic development, and business. The Review Team also goes on-site to evaluate local boards and interviews community stakeholders such as mandated partners, service providers, local WIB members, elected officials, and economic developers. During the review, the Team asks stakeholders questions relevant to their partnership and involvement with their local workforce investment board.

After each Local Board Standards Review, the local workforce investment board is provided with a report that indicates the LWIB's WIA Board Certification compliance and highlights the Board's strengths, areas of concern, and recommended strategies for improvement. The outcomes and information provided can be used as a guide to assist the local board in measuring its progress towards becoming a high-performing board and meeting all elements of the Local Board Standards. In addition, information gained during the on-site and desk review of each LWIB will be used to develop promising practices to be shared statewide.

One-Stop Certification Standards

In an effort to provide consistent, excellent service to businesses and job seekers in South Carolina, the State Workforce Investment Board included the goal of creating a One-Stop Certification System in its 2006 Strategic Plan.

Research and planning began in 2007, with a report outlining the best practices of eleven states that had previously implemented a certification process. During Program Years 2008 and 2009, system-wide workgroups consisting of all levels of workforce professionals from frontline staff to agency heads; workforce partners; SWIB members; and members of the business community collaborated to create standards for Job-Seekers, Business Services, and One-Stop Management. The Standards were approved by the SWIB in January 2010.

Several issues to be addressed by the state's workforce agencies were identified. For example, to provide the best possible service to all customers, the workgroups concluded that the state must have a single operating system for all workforce related services and information. Since that time, the Department of Employment and Workforce was created to provide a single system for all job services and WIA services. As other statewide issues, such as staff training needs and common system-wide branding are being addressed, local workforce Boards have begun a self-assessment evaluation to determine any technical assistance needed to meet the approved Standards.

As structural changes to the Department of Employment and Workforce and LWIA administration continue to progress, implementation of the Standards and certification process will continue through 2012. At that time, it is expected that all SC One-Stops will meet all of the required Standards.

Jobs for America's Graduates-South Carolina

South Carolina has operated the Jobs for America's Graduates-South Carolina (JAG-SC) program since 2005 to provide at-risk youth with support to reach graduation while preparing them for full-time employment and/or post-secondary educational opportunities. JAG-SC, supported primarily by SWIB State Reserve funds, is operated in 20 schools around the state. The program is based on the national Jobs for America's Graduates model which has a long history of achieving extraordinary outcomes.

Over the life of the program, JAG-SC has reached more than 3,893 participants who, on average, have six documented barriers to success (e.g., teen parenting, excessive absenteeism, low income household, or substance abuse). The JAG-SC program has been a consistent high performer on JAG national standards showing steady decreases in school absences and constant increases in GPA and the return to school rate. With evaluations showing such success, in PY 08, the JAG-SC program was expanded to serve 20 high schools (up from 14 schools) and approximately 1,209 students throughout the state.

The JAG model uses the National Data Management System (NDMS), a web-based computerized system to track and report participants served, services delivered, and outcomes achieved. Career Specialists, who are responsible for teaching and leading JAG students, are required to capture data and information in NDMS which is then aggregated for more than 1,000 schools, 45 sites, and 32 states including South Carolina. Program managers and supervisors use the reports to evaluate process and performance outcomes. The JAG model consists of the following performance outcomes:

- Graduation/GED Completion Rate - The goal is to achieve a 90% completion rate by the close of the 12-month post-graduation follow-up phase.
- Positive Outcome Rate - The goal is for 80% of the participants to achieve a positive outcome by the close of the 12-month post-graduation follow-up phase. The positive outcomes valued in the JAG Model include: employment (full-time or part-time); postsecondary enrollment; or full-time military.
- Employment Rate - The goal is for 60% of the participants to be employed in a full-time (35 hours or more) or a part-time job (greater than 10 and less than 35 hours).
- Full-time Jobs Rate - The goal is for 60% of the graduates to be in a full-time job including: full-time employment (35 or more hours per week; two part-time jobs totaling 35 or more hours equates to a full-time job).

- Full-time Placement Rate - The goal is for 80% of the graduates to be engaged in full-time activities (full-time civilian employment; full-time military; full-time postsecondary enrollment; or part-time jobs with part-time postsecondary enrollment by the close of the follow-up phase).
- Unable to Contact Rate - The goal is a less than 10% "unable to contact" rate during the 12-month post-graduation follow-up phase. An escalating unable to contract rate is of considerable concern because performance outcomes cannot be claimed if the Specialist is unable to make contact with graduates.
- Further Education Rate – Although there is no further education goal, Career Specialists are committed to encouraging graduates to pursue a postsecondary education if it is appropriate and feasible given the graduate's situation. *The Further Education Rate is tracked to emphasize the importance that the JAG Model places on a postsecondary education especially when combined with part-time employment.*
- Average Wage - There is no average wage goal, however, Specialists are encouraged to assist graduates to secure a positive status change (increase in wages or hours; advancement; promotion; etc.) during the 12-month post-graduation follow-up phase.

After one-year of follow-up, JAG-SC had the following performance outcomes for the Class of 2008-2009.

**Table 6. JAG-SC Performance
South Carolina, Class of 08-09**

JAG National Performance Outcomes	JAG-SC Performance Class of 08-09
Graduation/GED Completion Rate	95.17%
Positive Outcome Rate	83.16%
Employment Rate	35.29%
Full-time Jobs Rate	62.12%
Full-time Placement Rate	81.82%
Unable to Contact Rate	1.87%
Further Education Rate	59.09%
Average Wage	\$7.44

Program Year 2009 Statewide Activities Highlights

In PY 09, South Carolina invested nearly \$12 million in WIA funding for statewide activities. These funds supported efforts aimed at increasing the job-readiness of the state's workforce, providing a pipeline of workers with the skills demanded by existing and prospective employers, and capacity building in the local workforce investment areas. Initiatives supported by WIA Reserve funds are outlined in the table and further explained below.

**Table 7. State Reserve Funds Allocations
South Carolina, PY 2009**

Initiative	Amount
Nursing Capacity Initiative	\$750,000
Apprenticeship Projects	\$500,000
Local Area New Business Assistance	\$500,000
Incumbent Worker Training	\$2,000,000
Jobs for America's Graduates - South Carolina (JAG-SC)	\$1,000,000
Incentive Funds for Local Areas	\$1,000,000
Local Area Capacity Building – Training & Supportive Services (ARRA)	\$2,000,000
QuickJobs (ARRA)	\$4,000,000
Total	\$11,750,000

Nursing Capacity Initiative

South Carolina like many other states faces an impending nursing workforce shortage due to aging, high attrition, and lack of available training programs. To address nurse faculty shortages that cause thousands of qualified nursing candidates to be turned away yearly, the State Workforce Investment Board in collaboration with the South Carolina Nurses Foundation is supporting the Nursing Capacity Initiative aimed at increasing the number of nursing instructors in the state.

- The SWIB allocated \$750,000 in PY 09, to the Nursing Capacity Initiative, a \$1.9 million multi-year effort to build the capacity of nursing instructors. The grant funded program, which is in its second year, provides stipends for up to 30 students (21 master's and 9 doctoral candidates) who are pursuing graduate degrees to teach nursing science courses to undergraduate and graduate students. Recipients of the stipends are required to teach nursing and/or nursing related courses for up to three years, depending on the stipend amount, after earning their degree.

Apprenticeship Projects

The SWIB has also continued to place emphasis on developing apprenticeship programs in the state. Over the years, the SWIB has collaborated with Apprenticeship Carolina, a branch of the SC Technical College System created to assist employers in registering apprenticeship programs. PY 09 data shows that the number of active apprentices in the state reached 2,549, a 56% increase from PY 08. There were 68 new apprenticeship programs registered in PY 09 for a total to 269.

- In PY 09, the State Workforce Investment Board allocated \$500,000 in grant funding for development and expansion of apprenticeship projects.
 - ✓ 7 apprenticeship grants were awarded to local technical colleges and businesses, ranging in size from \$40,000 to \$125,000.
 - ✓ The WIA Reserve grant funded programs serve more than 100 apprentices active in the fields of health care, computer technology, construction, and manufacturing.

Program Spotlight: Greenville County Emergency Medical Services (EMS) Apprenticeship Program

In 2009, a \$60,800 grant was awarded by SC DEW to Greenville EMS for the first apprenticeship program of its kind. The program is designed for individuals with a high interest in EMS, who had no experience, to bring them on as employees. Greenville Technical College assumes the educational role, providing educational components of the program as an accredited college, while Greenville County EMS provides the hands-on experience. This partnership forms the apprenticeship program. The program currently has 11 registered EMT apprenticeships: 2 EMT-Basics; 4 EMT-Intermediates; and 5 Paramedics. The program has had a positive impact on Greenville County EMS' staffing shortage.

Eric Longino, Human Resources Captain of Greenville County EMS, was recognized by the *Journal of EMS* as one of the top 10 U.S. Innovators in EMS for 2009.

Local Area New Business Assistance

To support economic development projects at the local level, the SWIB allocated discretionary funds to spur growth opportunities. Local WIAs had an opportunity to request funds to meet the needs of a new business locating in their area, for on-the-job training, or other allowable services. These funds could not be used for companies that were displacing workers from another location (120 day rule applied).

Incumbent Worker Training

The State Workforce Investment Board's investment in IWT produced strong results. The investment of \$4.4 million saved 2,629 jobs and created 1,086 new jobs. This investment resulted in a return into the state's economy in recurring annual wages of over \$12 for every \$1 invested – a 1,223% annual return on investment.

Incentive Funds for Local Areas

For PY 09 performance, \$1 million has been allocated for incentive funds to local areas. Incentive funds are awarded based on exceeding US DOL performance on common measures and the LWIA's ability to 1) Expend a minimum of 75% of total available funds in each of the three fund streams (Adult, Dislocated Worker and Youth); 2) Provide evidence of regional partnerships and collaboration in planning and leveraging resources to facilitate long-term impact on workforce, economic and/or community development; and 3) Raise the percentage of participants in training

Jobs for America's Graduates-South Carolina (JAG-SC) Experiences Another Successful Year

The JAG-SC program, which is highlighted under PY 09 State Evaluations, is also mentioned here as it is primarily supported with SWIB State Reserve funding.

- Approximately \$1 million in WIA statewide funding was invested in the Jobs for America's Graduates - South Carolina program during PY 09. The program served approximately 1,209 students at a cost of \$827 per student.
- JAG-SC operates in 20 schools around the state. In PY 10, the program will expand to four additional sites in Laurens, Greenville, and Colleton Counties.
- Compared to 2007-08 outcomes, in school year 2008-2009:
 - In school suspensions decreased by 34%
 - Out of school suspensions decreased by 17%
 - GPAs increased by 8%
 - Return to school rates increased from 95% to 97%.
 - School absences increased by 6%*

JAG-SC a Consistent High Performer on JAG National Standards

- 2009-2010 Graduation Rate – 91%
- JAG-SC was listed as one of the Top 5 performers in the areas of :
 - Further Education Rate
 - Student Contact Rate
 - Military Service Rate
 - Return to School Rate
- JAG-SC was recognized by the JAG National parent organization as a “Top Performing State Organization” for its superior “Positive Outcome Rate”, “Superior Graduation Rate”, and a “Full-time Placement Rate” for Program Year 2009-2010.
- Nine (9) JAG-SC Job Specialists and the State Coordinator were also recognized for outstanding individual performances.

**Last year's numbers were comprised of students who had multiple years of JAG programming. In program 2008-2009, the program returned to recruiting freshmen for openings on the rosters which significantly impacts the program's numbers/outcomes.*

Program Year 2009 ARRA Activities Update

State Reserve American Recovery and Reinvestment Act (ARRA) funds are being used to collaborate with state agencies and LWIAs on initiatives that are building capacity for the training of adults, dislocated workers, and youth. While some activities supported with ARRA funds ended in the prior program year, two projects remain. A description of each ARRA funded initiative during PY 09 is detailed below along with results to-date.

Local Area Capacity Building – Training & Supportive Services (ARRA)

In light of the economic downturn the nation and our state continued to experience in PY 09, the South Carolina Department of Employment and Workforce recognized the need to provide over \$7 million dollars in additional financial support to local workforce investment areas. During the year, LWIAs expressed repeated concerns about the increase in customers and the lack training funds to assist clients in getting back to work. In response, the State Workforce Investment Board allocated \$2 million in State Reserve funds to increase local capacity to serve participants. This funding assisted seven local areas in providing training and supportive services. An additional \$5,184,109 in Rapid Response funds were also provided in six local areas to meet the increased demand in serving dislocated workers.

QuickJobs Carolina™: A Partnership with the SC Technical College System

In partnership with the South Carolina Technical College System, up to \$4 million in State Reserve ARRA funds is being used to support the QuickJobs Carolina initiative. QuickJobs is a statewide training effort designed to meet the needs of WIA participants by developing and expanding short-term occupational training programs in high-wage, high-demand sectors. QuickJobs offers over 300 separate courses that will lead to credentials and/or employment in the following workforce sectors depending on local demand: advanced manufacturing, construction trades, energy, health care, and transportation and logistics. This training will also provide a foundation of technical and soft skills participants can use to ensure continued employment and advancement in the workplace.

Funding for QuickJobs was provided to the Technical College System and competitively awarded to its 16 technical colleges. The funds build classroom capacity by supporting costs of instructors, facilities, supplies and materials, etc. Assistance was also provided for curriculum development and oversight expenses. In an effort to address the limited availability of training dollars in local workforce investment areas, the grant also allows

tuition costs to be covered at a reduced rate by the technical colleges for WIA participants.

Results to date show that more than 1,000 WIA participants and nearly 500 non-WIA clients have enrolled in QuickJobs training. Although the initiative is still in progress with hundreds of WIA clients still in training, nearly 500 WIA participants have successfully completed QuickJobs occupational training. Participants are most often receiving training in the Health Care field, followed by Construction Trades, Advanced Manufacturing, and Transportation and Logistics.

Additional Program Year 2009 Statewide Activities Highlight

More than 120,000 Career Readiness Certificates Earned as of PY 09

In PY 09, South Carolina has continued its efforts to assess and award individuals with a Career Readiness Certificate.

- WorkReady SC, South Carolina's WorkKeys®-based Career Readiness Certificate Initiative, continues to make great strides.
 - ✓ South Carolina's total number of Career Readiness Certificates earned surpassed 120,000 in PY 09, making South Carolina #1 in the nation.
 - ✓ Through partner collaborations, 62 new businesses became employer partners and now recognize, request, or require WorkKeys® assessments of their workforce.
 - ✓ A new certificate level, Platinum, was added to the WorkKeys assessments. Qualification for a Platinum-level certificate requires individuals to achieve a minimum level of 6 on the three core assessments. Platinum certificate holders qualify for nearly 99% of the jobs.